

EXHIBIT A

	<u>UNION</u>	<u>PERCENTAGE SHARE</u>
1.	IUE-CWA	79.39%
2.	USW	14.73%
3.	International Association of Machinists and Aerospace Workers	4.32%
4.	International Brotherhood of Electrical Workers	0.42%
5.	Michigan Regional Council of Carpenters, Local 687 and Interior Systems, Local 1045	0.29%
6.	International Brotherhood of Painters & Allied Trades of the U.S. and Canada, Sign & Display Union Local 59	0.09%
7.	International Brotherhood of Teamsters	0.25%
8.	International Brotherhood of Boilermakers	0.10%
9.	International Union of Operating Engineers	0.18%
10.	United Catering Restaurant Bar & Hotel Workers	0.23%